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Contract Database Metadata Elements

Title: **DeRuyter Central School District and DeRuyter Faculty Association (2001)**

Employer Name: **DeRuyter Central School District**

Union: **DeRuyter Faculty Association**

Local:

Effective Date: **07/01/01**

Expiration Date: **06/30/03**

Number of Pages: **34**

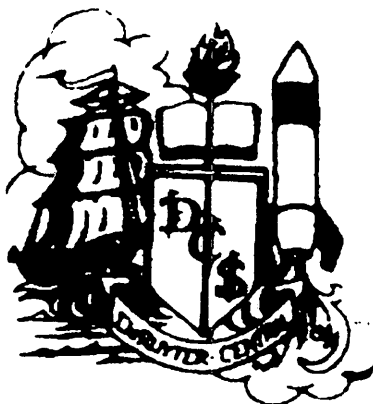
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4871_06302003

De Ruyter Central School District And
De Ruyter Faculty Assn

SD/TA



AGREEMENT BETWEEN

THE SUPERINTENDENT

OF SCHOOLS FOR THE DE RUYTER

CENTRAL SCHOOL DISTRICT

AND

THE DERUYTER FACULTY ASSOCIATION

JULY 1, 2001- JUNE 30, 2003

RECEIVED

AUG 13 2002

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

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ARTICLE I RECOGNITION

The Board of Education of the DeRuyter Central School District, having determined that the DeRuyter Faculty Association is supported by a majority of teachers within the DeRuyter Central School District, hereby recognizes said Association for the purpose of collective negotiations and the settlement of grievances for all regularly employed full-time and part-time classroom teachers requiring certification by the New York State Education Department, Library/media specialist(s) and guidance counselor(s).

This recognition excludes the Superintendent of Schools, Director of Instruction and Director of Pupil Personnel Services and any other employee(s) requiring administrative or supervisory certification by the New York State Education Department. Also excluded are all casual, temporary, substitute and BOCES personnel, summer school teachers, adult education teachers, teacher aides, and other paraprofessionals. Also excluded are all other non-teaching employees.

Either party may act to modify the recognition in any manner permitted by law.

ARTICLE II PROCEDURAL AGREEMENT

Section 1.

- 1.1 Pursuant to Article 14 of the State Civil Service Law, the Board of Education of DeRuyter Central School hereby adopts the following Agreement covering recognition of a teacher organization and the methods by which negotiations shall take place with said organization.
- 1.2 The Board and the Association firmly believe that the primary function of the Board and its professional staff is to assure each boy and girl attending the DeRuyter Central School the highest level of educational opportunities obtainable. The Board recognizes that teaching is a profession; the Board and Association believe that the objectives of the educational program are realized to the highest degree when mutual agreement, cooperation, and effective communications exist between the Board, the Administration and the Association.
- 1.3 Professional Teaching Personnel. It is recognized that members of the professional staff require specialized qualifications and that the success of the educational program in DeRuyter depends upon the maximum utilization of the abilities of teachers who are generally satisfied with the conditions under which their services are rendered.

Article II (cont'd)

- 1.4 Rights of Minorities and Individuals. The legal rights inherent in the State School Code and in the rulings and regulations of the Commissioner of Education affecting certificated personnel are in no way abridged by this Agreement.

ARTICLE III NEGOTIATIONS PROCEDURE

Either party wishing to amend this Agreement shall notify the other party in writing by January 1 of the year prior to the termination date of the Agreement. Amendments resulting from such negotiations shall take effect beginning the following July 1 or at such other time as may be mutually agreeable to the parties.

ARTICLE IV GRIEVANCE PROCEDURE

Section 1. Declaration of Purpose

- 1.1 Whereas, the establishment and maintenance of a harmonious and cooperative relationship between the Board of Education and its teachers is essential to the operation of the schools, it is the purpose of the procedure to secure, at the lowest possible administrative level, equitable solutions to alleged grievance of teachers through procedures under which they may present grievances free from coercion, interference, restraint, discrimination or reprisal and by which the Board of Education (hereinafter sometimes referred to as the Board) and its teachers are afforded adequate opportunity to dispose of their differences without the necessity of time consuming and costly proceedings before administrative agencies and/or in the courts.

Section 2. Definitions

- 2.1 A grievance shall be defined as any claimed violation, misapplication, or inequitable application of this Agreement, or

Any claimed misapplication or inequitable application of Board Policies or District practices as they relate to the terms and conditions of employment of members of the bargaining unit.

- 2.2 The Term Supervisor shall mean any department chairman, principal, assistant principal, immediate superior or other administrative or supervisory officer responsible for the area in which an alleged grievance arises.

Article IV (cont'd)

- 2.3 Superintendent is the Chief Executive Officer of the district.
- 2.4 Association shall mean the DeRuyter Faculty Association.
- 2.5 Aggrieved Party shall mean any person or group of persons in the negotiating unit filing a grievance.
- 2.6 Party in Interest shall mean the Grievance Committee of the Association and any party named in a grievance who is not the aggrieved party.
- 2.7 Grievance Committee is the committee created and constituted by the DeRuyter Faculty Association.
- 2.8 Hearing Officer shall mean any individual or board charged with the duty of rendering decisions at any stage on grievances hereunder.

Section 3. Stage 1: Supervisor

- 3.1 A teacher having a grievance will discuss it with his supervisor, either directly or through a representative, within ten (10) school days after the teacher knew or should have known of the act, or condition on which the grievance is based. The Supervisor will confer with all parties in interest, but in arriving at his decision, will not consider any material or statements offered by or on behalf of any such party in interest with whom consultation has been had without the aggrieved party or his representative present or without the aggrieved party knowing of such material or statements and its source. If the teacher submits the grievance through a representative, the teacher may be present during the discussion of the grievance.
- 3.2 Within five (5) school days after becoming aware of the grievance, the supervisor shall present his decision to the teacher or the aggrieved party(ies).
- 3.3 Within five (5) school days after receipt of the supervisor's decision in Section 3.2, the teacher, if still dissatisfied with the supervisor's answer shall reduce his/her grievance to writing and submit same to the supervisor.
- 3.4 The supervisor, within five (5) days after receipt of same shall answer in writing.

Article IV (cont'd)

Section 4. Stage II: Superintendent

- 4.1 If the teacher initiating the grievance is not satisfied with the written decision at the conclusion of Stage I, and wishes to proceed further under this grievance procedure, the teacher shall, within five (5) school days of receipt of written decision in Stage I, present the grievance to the Association's Grievance Committee for its consideration.
- 4.2 If the grievance committee determines that the teacher has a meritorious grievance, then it will file a written appeal of the decision at Stage I with the Superintendent within five (5) school days after the teacher has received such written decision. Copies of the written decision at Stage I shall be submitted with the appeal.
- 4.3 If the grievance committee determines that the teacher does not have a meritorious grievance, the teacher may file within five (5) school days a written request with the President of the Association to call a special meeting of the Association. Such meeting shall be held within five (5) school days of such request, for the purpose of reviewing decision of grievances. If two thirds (2/3) of those present and voting decide the teacher has a meritorious grievance, the Grievance Committee shall act in his behalf. If not, no further appeal is available to the teacher.
- 4.4 Within five (5) school days after receipt of the appeal, the Superintendent or his duly authorized representative shall hold a hearing with the teacher, and the Grievance Committee or its representative and all other parties in interest.
- 4.5 The Superintendent shall render a decision in writing to the teacher, the Grievance Committee, its representative and the parties in interest, within five (5) school days after the conclusion of the hearing.

Section 5. Stage III: Board of Education

- 5.1 If the aggrieved party and the Association are not satisfied with the decision at Stage II, the Grievance Committee will file an appeal in writing with the Board within five (5) school days after receiving the decision at Stage II. The official grievance record maintained by the Superintendent shall be available for the use of the Board.
- 5.2 Within ten (10) school days after receipt of an appeal, the Board shall hold a hearing on the grievance. The hearing shall be conducted in executive

Article IV (cont'd)

session and shall include the aggrieved party, his representative, the Grievance Committee and the parties in interest.

- 5.3 Within ten (10) school days after the conclusion of the hearing, the Board shall render a decision, in writing, on the grievance.

Section 6. Stage IV: Arbitration

- 6.1 After such hearing, if the aggrieved party is not satisfied with the decision at Stage III, and the Association determines that the grievance is meritorious and that appealing it is in the best interests of the school system, it may submit the grievance to arbitration by written notice to the Board within ten (10) school days after the decision at Stage III.
- 6.2 Within five (5) school days after such written notice of submission to arbitration, the Board and the Association will agree upon a mutually acceptable arbitrator, competent in the area of the grievance, and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators will be made to AAA (American Arbitration Association) or PERB, by either party. The parties will then be bound by the rules and procedures of AAA in the selection of an arbitrator.)
- 6.3 The selected arbitrator will hear the matter promptly and will issue his decision not later than thirty (30) calendar days from the date of the close of the hearing, or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to him. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusions on the issues.
- 6.4 The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement.
- 6.5 The costs for the services of the arbitrator, including expenses, if any, will be borne equally by the Board of Education and the Association.

Section 7. Procedures

- 7.1 An aggrieved party and any party in interest shall have the right to confront and cross-examine all witnesses called against him, to testify and to call witnesses on his own behalf, and to be furnished with a copy of any minutes of the proceedings made at each and every stage of this grievance procedure.

Article IV (cont'd)

- 7.2 No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by the Board or Association nor any member of the administration against the aggrieved party, any party in interest, any representative, any member of the grievance committee or any other person by reason of such grievance or participation therein.
- 7.3 Forms for serving notices, taking appeals and making reports and recommendations, and other necessary documents will be jointly developed by the Board and the Association. The Board and the Association shall then have printed and distributed so as to facilitate operation of the grievance procedure.
- 7.4 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- 7.5 The Superintendent shall be responsible for accumulating and maintaining an Official Grievance Record which shall consist of the written grievance, all exhibits, transcripts, communication, minutes and/or notes of testimony, as the case may be, written arguments and briefs considered at all levels other than 3.1, and all written decisions at all stages. Official minutes will be kept at Board expense of all proceedings in stages 2, 3 and 4. A copy of such minutes will be made available to the aggrieved party and the Grievance Committee within two (2) school days after the conclusion of the hearing at Stages 2, 3 and 4.
- 7.6 Any party will advise the appropriate hearing officer of any error in said minutes. Any such claim of error in the minutes shall become a part of the official Grievance record and the hearing officer shall indicate the determination made respecting such claimed error. The Official Grievance Record shall be available for inspection and/or copying by the aggrieved party, the Grievance Committee and the Board but shall not be deemed a public record.
- 7.7 Each party shall be responsible for its own expenses for preparation, legal counsel, records, witnesses and other cost related to the arbitration.
- 7.8 The pendency of a grievance shall in no way operate to impede, delay or interfere with the right of the employer to take action which is subject to complaint.

Article IV (cont'd)

Section 8. Time Limits

- 8.1 Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party may be extended or shortened only by mutual agreement.
- 8.2 If the decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.
- 8.3 Failure at any stage of this grievance procedure to communicate a decision to the aggrieved party, his representatives and the Association within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.

ARTICLE V SALARIES

Section 1. 2001-02 School Year

- 1.1 The total salary monies for the year 2001-02 will be equal to the salary monies for the 2000-01 school year for returning teachers including vertical step movement, multiplied by 1.035 (3.5% increase).
- 1.2 The 2001-02 through 2002-03, inclusive, salary index referred to in Section 1.1 is attached hereto as Appendix A.
- 1.3 The 2001-02 salary schedule is attached as Appendix B.

Section 2. 2002-03 School Year

- 2.1 The total salary monies for the year 2002-03 will be equal to the salary monies for the 2001-02 school year for returning teachers, including vertical step movement, multiplied by 1.035 (3.5% increase).
- 2.2 The 2002-03 salary schedule shall be attached as Appendix C.

Article V (cont'd)

Section 3. Salary Payments

- 3.1 The salary schedules developed are based on ten (10) months' employment. Teachers employed for eleven (11) months shall receive an additional one tenth of the appropriate ten month schedule. A twelve (12) month teacher will receive an additional two tenths above the appropriate ten month schedule.
- 3.2 Each returning teacher, except those on Step 30 of any column, will advance one step each year. For the duration of the 2001-2003 collective agreement, new teachers with no experience shall be hired on Step 1 of the column which the Superintendent recommends as appropriate to their educational credits.
- 3.3 Teachers will be placed on the step of salary schedule most nearly corresponding to years of service in this school system under current effective appointment, plus credited service as follows:
- A) Full credit will be allowed for prior service within this system within the past ten (10) years (not retroactive)
 - B) Full credit will be allowed for military service, Peace Corps, Vista, and any other comparable experience, up to two (2) years (this is retroactive).
 - C) Full credit may be allowed for all previous teaching service.
 - D) A teacher must be permanently certified to qualify for a schedule beyond the Master's Degree.
- 3.4 **Prior Service Credit for Part-Time Teachers:**
- If part-time position held by a part-time teacher is changed to full time and that teacher is offered the full-time position, service shall be credited (up to a total of one [1] year for two [2] or more years of half time) against completion of the probationary period.
- 3.5 **Salary Step for Part-Time Teachers:**
- Raise in salary step for part-time teachers shall be at least directly proportional to the amount of part-time service rendered, e.g., a teacher working half time shall be raised at least one half (1/2) step and shall be paid accordingly.

Article V (cont'd)

- 3.6 Each teacher, upon qualifying for a higher column on the salary schedule, shall make application for and present proof of eligibility for same. A teacher shall be transferred to this column on September 1 or February 1 after qualification. (See Article XII).
- 3.7 All full-time teachers should be on a full step of the salary schedule, running either from September to September or from February to February.
- 3.8 The first pay date of the school year shall be no later than the fifteenth (15th) of September.

ARTICLE VI
SUMMER CURRICULUM WORK STIPEND

- 1.1 For District initiated written curriculum work (not to include mini grant work) teachers will be paid according to the following rates:

Teaching Experience

0-9 Yrs.

10+ Years

2001-2003

\$14.50

\$15.50

- 1.2 For teachers involved in District initiated summer workshop attendance or in-service training, they will be compensated at the following rates:

2001-2003

\$14.50/Hour

ARTICLE VII
EXTRA-CURRICULAR COMPENSATION

Section 1. Extracurricular Compensation

1.1 Compensation for 2001-2003 will be determined as follows:

- 1.1(a) The relative value of each extracurricular position is determined by the weighted scale contained in Appendix D.**
- 1.1(b) Ten percent of the B-1 figure from Appendix B and Appendix C is the base for applying the extra curricular weighted scale. [Coaches and teachers are hired from the same base reference (B-1)]. From Appendix B 2001-2002 (B-1) \$27,210, the extracurricular base is \$2,721.00. From Appendix C 2002-2003 (B-1) \$27,542, the extracurricular base is \$2,754.20.**
- 1.1(c) Compensation for extracurricular positions filled by coached and advisors renewing a continuing appointment is determined individually by applying the negotiated annual rate for all teachers (3.5%) to the particular continuing appointment.**

Section 2. Other Events

District employees who are hired as chaperones to supervise the various school sponsored activities will be paid eight dollars (\$8.00) per hour.

ARTICLE VIII INSURANCE

Section 1. Health Insurance

- 1.1 The Board shall provide a health insurance plan comparable to the Statewide Plan.
- 1.2 Effective July 1, 1979 the Board shall pay one hundred (100%) percent of the employee's health insurance and seventy five (75%) percent of the dependent's health insurance premium.
- 1.3 The District shall have the right to select the insurance carrier as long as the schedule of benefits is equal to or better than the benefits contained in the carrier plan as of June 30, 1982.

The District shall have the right to provide a schedule of benefits which is equal to or better than the benefits contained in the current health plan through a program of self-funding.

The District's contribution shall be up to one hundred twenty five dollars (\$125.00) for each school year for each member of the negotiating unit for a basic dental program providing individual coverage. The schedule of benefits for the dental program shall be equivalent to the schedule of benefits provided in the Blue Shield High Option Basic Dental Plan, Schedule A, plus periodontic and orthodontic riders.

- 1.4 An IRS Section 125 plan shall be available for dependent care, health and dental insurance costs not covered under the District's group insurance plans. The District shall pay the costs of administering this plan.

ARTICLE IX LEAVES

Section 1. Sick Leave

- 1.1 Each teacher shall be credited with ten (10) days of sick leave per year at the beginning of each school year to be used for absences caused by illness or physical disability of the teacher. The unused portion of such allowance shall accumulate from year to year up to a maximum of one hundred ninety (190) days. At the end of each year each teacher shall be notified of his/her accumulated times.
- 1.2 More sick leave may be granted at half pay at the discretion of the Board of Education regardless of accumulation.
- 1.3 A teacher who is unable to teach because of personal illness or disability and who has exhausted all sick leave available may be granted a leave of absence without pay for the duration of such illness or disability up to two (2) years and may be then returned to duty upon certification that (s)he is fit to resume work.

1.4 Sick Leave Bank

- 1.4.1 There shall be a Sick Leave Bank created for the purpose of providing extended paid sick leave benefits to those members of the DFA who have exhausted their accumulated sick leave allowance.
- 1.4.2 The Sick Leave Bank Committee shall consist of the President of the DeRuyter Faculty Association and two (2) unit members appointed by the President.
- 1.4.3 The Sick Leave Bank Committee shall promulgate such rules and regulations for the successful operation of the Sick Leave Bank according to the document "DFA: Sick Leave Bank-Policies and Regulation." This document shall be distributed to each bargaining unit member and to the Superintendent of DCS.
- 14.4. A Teacher shall be eligible to apply for Sick Leave Bank benefits after his/her accumulated sick leave allowance has been exhausted.
- 1.4.5 A lifetime limit of 190 Sick Leave Bank days may be used by a bargaining unit member.

Article IX (cont'd)

Section 2. Personal Leave

- 2.1 All full-time teachers shall be allowed three (3) days each year for personal use. No reason need be given. Such day(s) shall not be taken from sick leave and pay shall not be deducted except as provided under Section 2.3. Personal days for part-time employees shall be proportional to full-time teachers.
- 2.2 Each teacher will complete and submit to the Superintendent a notification in writing at least one week (5 school days) when possible, before the date the leave is to be taken.
- 2.3 a) No personal leave days will be granted on any day immediately before or after a holiday or vacation period unless a reason is given and such reason is acceptable to the Superintendent, and the teacher submits his/her request no later than two weeks (10 school days) before the date the leave is to be taken.
 - b) Personal leave may be used for religious observance.
 - c) If personal days are taken without pay, no restrictions shall apply.
 - d) Unused personal leave days will be allowed to accumulate as sick leave days up to the maximum allowance as provided by Article IX, Section 1.1

Section 3. Bereavement Leave

- 3.1 Up to four (4) days per year for full-time unit members for death in the immediate family shall be allowed without loss of pay. Immediate family means parents, grandparents, spouse, children, grandchildren, siblings, mother-in-law, father-in-law or one (1) day for a member of immediate household. Additional days may be granted at the discretion of the Superintendent.

Section 4. Professional Leave

- 4.1 Upon application to the Superintendent and approval of the Board of Education, teachers shall be allowed days for the purpose of attending professional meetings (exclusive of zone and Superintendent's meetings). Full pay is to be allowed for such non-cumulative days.
- 4.2 A written report of the meeting will be given to the Superintendent within ten (10) days after the meeting participation.

Article IX (cont'd)

Section 5. Summer Semester

5.1 Philosophy of Summer Semester

5.1.1 To improve the educational program of the school system.

5.1.2 To stimulate the professional growth of teaching personnel.

5.2 Regularly appointed, full-time teachers who have served within the DeRuyter School System for at least seven (7) years, shall be eligible to apply for a summer semester for the purpose of further education at an accredited institution of higher learning.

5.3 Such leave shall be granted in alternate years, beginning with the summer of 2000, to no more than two (2) members of the teaching staff for each applicable summer.

5.3.1 In years when the summer semester is not in effect, the District's mini-grant will be seven thousand five hundred dollars [\$7,500]. (See Section 6 of this Article).

5.4 Each summer semester must consist of a minimum of six (6) graduate credits.

5.5 Applications for a summer semester must be received in the Superintendent's office on or before March 1 of the preceding school year. The application must be accompanied by sufficient detailed information to establish the nature and the value of the proposed summer semester. The superintendent may request further information at his/her discretion.

5.6 A five (5) person summer semester committee, consisting of three (3) teachers appointed by the D.F.A., and two (2) representatives appointed by the superintendent, shall determine the two recipients of the summer semester and forward their recommendation to the Superintendent.

5.7 Each application may be approved or disapproved by the Board of Education, or returned to the teacher by the Board for further information. The Board will act on each application no later than its regular May meeting, unless the parties agree to a deviation from this timetable. The Board of Education may deny any applicant for the following reasons.

5.7.1 The requirements under Section 5.2 of this provision are not met; and/or

Article IX (cont'd)

5.7.2 The majority of the proposed coursework is not in the applicant's field of certificate (or in a related field, as recommended by the Summer Semester Committee.)

5.8 Any change in the approved plan must be submitted in writing, in advance of the beginning of the summer semester, to the Superintendent, the Summer Semester Committee, and the Board of Education for approval. Compensation for the summer semester will not be paid if a change in plans is not approved pursuant to this section.

5.9 Compensation

If approved, the summer semester shall be compensated at the teacher's regular rate based on the salary for the school year beginning July 1, for four (4) pay periods during the applicable summer.

5.10 Obligations

5.10.1 The teacher on summer semester is required to report at the end of the summer semester to the Superintendent on progress made and the pertinence of the courses being taken to the programs at DeRuyter Central School District.

5.10.2 Teachers granted a summer semester are obliged to return to service at DeRuyter Central School for three (3) years' service.

5.10.3 If a teacher does not return, (s)he shall within two (2) years repay the Board of Education the amount of money received during the summer semester. The teachers shall enter into a personal contract with the District to return the monies received but not repaid to the District as noted herein.

5.10.4 If the teacher does not remain in the DeRuyter School System for the entire three (3) years, (s)he shall within two (2) years repay to the Board of Education the amount of money having the same ratio to the amount of service granted as the unexpired period of service ratio to three (3) years.

5.10.5 This does not apply when the teacher becomes incapacitated totally by reason of mental or physical condition as certified by a District doctor or when the requirement to repay is waived by the Board.

Article IX (cont'd)

5.11 Guarantees:

A staff member who completes a summer semester is guaranteed recognition for course credits earned according to existing conditions of the contract.

Teachers who are granted a summer semester will guarantee the District;

1. At least six (6) graduate hours completed with a passing grade in the field of certification or in the approved plan for the summer semester.
2. A report to the Board, to be submitted within one (1) month after completing the course work, evaluating the benefits of the summer semester.

Section 6. Mini-Grants

6.1 Objective:

The objective of a mini-grant is to give teachers the opportunity to create materials, research information, or explore ideas that can be incorporated into the curriculum.

6.2 Eligibility:

- A) Must have completed seven (7) consecutive years with the DeRuyter Central School District, and
- B) Must have completed a Masters Degree or its equivalent and must be permanently certified in the position held, or
- C) The superintendent at his discretion may waive the above eligibility requirements based upon the applicant's request and a finding that the applicant's proposal meets the objective of the mini-grants.

6.3 Terms:

- A) The length of the grant will be not less than three (3) days or more than three (3) months, except where otherwise approved by the Superintendent.
- B) Mini-grants will be granted only for periods when school is not in session.

Article IX (cont'd)

- C) Salary shall be determined between the applicant and the Superintendent but in no instance shall it be greater than the teacher's daily rate of pay.
- D) The District shall provide a fund of seven thousand five hundred (\$7,500) dollars for mini-grants.

6.4 Special Conditions:

- A) All applications must be submitted to the superintendent and shall include:
 - 1. Clearly stated objectives.
 - 2. Objectives of project are appropriate.
 - 3. Materials are student oriented.
 - 4. Materials can be used immediately.
 - 5. Materials are related to District curriculum goals.
 - 6. Materials represent a creative approach to the curriculum.
- B) All applications must be submitted at least thirty (30) days in advance of the requested grant and the superintendent shall respond within two (2) weeks following receipt of the application.
- C) All applications must receive the written approval of the superintendent.
- D) It is understood that the final selection is the responsibility of the Superintendent.

Section 7. Proration

- 7.1 Leave benefits of part-time teachers shall at least be in proportion to the amount of time employed per week as compared with the full-time teacher.

Section 8. Maternity Leave

- 8.1 Maternity leave must be granted to tenured and non-tenured teachers, without pay, for a period not to exceed two (2) years.

Article IX (cont'd)

Section 9. General Condition

- 9.1 Teachers' rights of step and sick leave shall be frozen for the period of any of the unpaid leaves stipulated above.

Section 10. Miscellaneous

- 10.1 Probationary teachers who leave the school system for any reason and are reemployed at a future date shall retain credited years of service and sick leave accumulation.
- 10.2 Any teacher on tenure may be qualified to take a leave of absence, without pay, not to exceed one (1) year, in any five (5) year period with the approval of the Board.

ARTICLE X SCHOOL YEAR

Section 1 Teacher Attendance

- 1.1 The student calendar will contain one hundred eighty five (185) teaching days. In case emergencies cause teaching days to be less than one hundred eighty (180), these teaching days will have to be made up.
- 1.2 In addition to the one hundred eighty - one hundred eighty five (180-185) teaching days, teachers are to be available for work for three (3) additional days plus the last Friday of June Regents week.
- 1.3 As tentative calendars become available, teachers will be notified and given an opportunity to comment or express their opinions. When the calendar is complete, it shall be forwarded to teachers.
- 1.4 Teachers will be in their assigned homeroom, or in the building, if not assigned immediately prior to the students arrival in the classroom. Teachers shall remain in school for fifteen minutes after the last bus departure except it may be longer for conferences, meetings, detention, bus duty or emergencies.
- 1.5 Teachers may leave the building during lunch or with the approval of the administration at other times of the day.

ARTICLE XI TEACHER PROTECTION

Section 1. Personal Protection

- 1.1 Any loss of time due to injury or court attendance because of assault and/or battery in the line of duty shall not result in loss of salary, sick leave, or personal business days.
- 1.2 A teacher shall be saved harmless from any financial loss, within legal limitations including reasonable attorney's fees, arising out of any claim demands, suit or judgment and shall be provided reasonable attorney's fees for the defense of any criminal prosecution arising out of any act or omission to act by such teacher within or without the school buildings, provided that such teacher, at the time of the act or mission complained of, was acting in the discharge of his duties within the scope of his employment or under the direction of the District.
- 1.3 The attorney shall be mutually agreed upon by the teacher involved and the Board of Education.

ARTICLE XII PROFESSIONAL IMPROVEMENT

Section 1.

- 1.1 When requested, the approval or disapproval of inservice or college credit courses shall be given to teachers in writing, prior to their taking the course and be dependent upon satisfactory completion of the course. The course title and number of credit hours to be accepted toward fulfilling contract requirements (Article V, Sec. 4.6 Salary Schedule) shall be specified.
- 1.2 Professional Improvement (Procedures for Graduate & Inservice Credits)

There shall be a joint committee to consider these procedures. The committee will have an equal number of members from the district and the Association, with each party appointing its own members. The committees shall report their results in the form of recommendations to both parties to this agreement on or before February 1, 1995. The Board of Education and the Executive Committee of the Association shall approve the recommendations or any jointly agreed modifications thereto, no later than April 1, 1995.

ARTICLE XIII

CONDITIONS OF EMPLOYMENT

Section 1. Assignments

- 1.1 High school teachers will be assigned a maximum of twenty five (25) teaching periods and five (5) study hall periods per week except under the following conditions.
 - A) A teacher may request that some, or all, study hall periods be replaced by an equal number of additional teaching periods, or
 - B) The District may seek volunteers first to teach a sixth (6th) class and absent volunteers, may assign a sixth (6th) class in lieu of a study hall. If so assigned, said assignment will not be for arbitrary, capricious or discriminatory reasons and, will be rotated from year to year insofar as possible.
- 1.2 The District may also assign a teacher a supervisory duty in lieu of a study hall by the following procedures:
 - A) Seek volunteers first and if an insufficient number of teachers volunteer, assignment to same will be from a pool of five (5) - eight (8) teachers.
 - B) The assignment by the District will not be for arbitrary, capricious or discriminatory reasons and will be rotated among the 7-12 staff on a semester's basis insofar as possible.
- 1.3 Activity periods and/or reading periods are not to be considered teaching periods.
- 1.4 Each secondary school teacher will be provided with two (2) periods of preparation time per day during the teacher's normal school day. Each elementary teacher will be provided with an average of 325 minutes per week, to be assigned in blocks of no less than 30 minutes, during the teacher's normal workday. No teacher's thirty (30) minute duty free lunch period shall be counted as preparation time. The teacher serving as Athletic Director will have no more than five (5) daily teaching and/or supervision periods, none of which will fall during the last period of the day.
- 1.5 In the spring of the year individual teachers or groups of teachers (grade levels, departments, etc.) shall meet with their administrator for the purpose of determining the next years teaching assignments schedule.

Article XIII (cont'd)

- 1.6 Before June 15 teachers should be notified of tentative teaching and non-teaching assignments. If any changes are made, an attempt should be made to notify the person of these changes.

Section 2. Class Size

- 2.1 Class size in the elementary shall be limited to twenty five (25) when possible.
- 2.2 Class size in the high school shall be limited to twenty five (25) in the A groups and twenty (20) in the B groups, when possible.

Section 3. Discipline

- 3.1 Teachers should deal with disciplinary cases, and when a satisfactory solution cannot be found, students shall be referred to the supervisor. Student referral forms shall be provided for all teachers for use in recording necessary disciplinary action.
- 3.2 Duplicate copies shall be made by the administrator; one to be returned to the teacher, the second to be kept on file for reference until the end of the student's enrollment at DeRuyter Central School.
- 3.3 Further guidelines shall be drawn up by a committee of administration, teachers and students. These will include a student guide for rules of conduct, possible punishment for violators, and the advisability of a detention period.
- 3.4 Safety & Care of Employees & Students

There shall be a joint committee to consider this issue. The committee will have an equal number of members from the district and the Association, with each party appointing its own members. The committees shall report their results in the form of recommendations to both parties to this agreement on or before February 1, 1995. The Board of Education and the Executive Committee of the Association shall approve the recommendations or any jointly agreed modifications thereto, no later than April 1, 1995.

Section 4. Personnel Files

- 4.1 The personnel file (folder) for a teacher shall be open for his inspection at any time except for confidential material from outside the district.

Article XIII (cont'd)

- 4.2 Before any material, excepting normal record keeping items, is placed in a teacher's file, the teacher shall have the opportunity to add a written statement to the material explaining his views on the statement and its validity.

Section 5. Evaluations

- 5.1 An administrator shall make at least two observations of each non-tenured teacher each year. Tenured teachers shall be observed at least once a year.
- 5.2 At the beginning of the school year, teachers shall be advised as to specific items for which the principal will be looking.
- 5.3 The administrator shall normally make an appointment with the teacher before formal evaluation. The parties further understand that the intent of this language is not to preclude evaluations without prior notice.
- 5.4 Following each observation by an administrator, there shall be a conference between teacher and administrator for the purpose of discussing possible weaknesses and strengths of the teachers.
- 5.5 Immediately following this conference the administrator shall write a brief evaluation statement. After giving a copy to the teacher, the teacher may make comment on the report that will be filed in his/her folder.
- 5.6 A committee of two (2) teachers (to be selected by the DFA President) and two (2) administrators will begin on or about March 1, 1991, to develop a process and related forms for an annual summative evaluation on each instructional employee. Written agreement between the superintendent of schools and the Association President will be required prior to implementation of the committee's findings and recommendations.

Section 6 Agreements

- 6.1 Any individual arrangement, agreement or contract between the Board and an individual teacher, heretofore executed, shall be subject to and consistent with the terms and conditions of this Agreement and any individual arrangement, agreement or contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties. If an individual agreement, arrangement or contract contains any language inconsistent with this Agreement, this Agreement during its duration, shall be controlling.

Article XIII (cont'd)

Section 7. Conformity to Law

- 7.1 If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 8. Miscellaneous Clauses

- 8.1 The Association and the Board agree that this Agreement shall be printed and distributed to each teacher and the Administration by the Association and the District in alternate cycles.
- 8.2 DeRuyter Faculty Association shall be supplied with a current unabridged statement of school policy.

ARTICLE XIV EDUCATION ADVISORY COMMITTEE

Section 1. Advisory Committee

- 1.1 A standing committee shall be appointed by the Association to meet regularly once a month with the Administration for the purpose of discussion of problems concerning teachers. Minutes shall be taken, approved, duplicated and filed.

ARTICLE XV DEDUCTIONS

Section 1. Dues

- 1.1 The Board of Education of the DeRuyter Central School agrees to deductions from the salaries of its employees' dues for the DeRuyter Faculty Association, the New York State Educators' Association, the National Education Association, or any one or any combination of such associations as said teachers individually and voluntarily authorize the Board to deduct, and to transmit the monies promptly, on final payment, to such association or associations. Teacher authorizations shall be in writing in the form set forth in the sample attached.

Article XV (cont'd)

- 1.2 The treasurer of the DeRuyter Faculty Association shall certify to the Board in writing the current rate of membership dues.
- 1.3 Deductions referred to in Section 1.1 above shall be made in the following manner: The total annual membership dues for those designated professional associations certified as mentioned above, shall be deducted in ten (10) equal installments beginning after delivery of deduction authorization by the treasurer to the business manager. The Association shall forward at the same time to the respective association, a list of names and addresses of members who have elected payroll deduction for such associations.

Section 2. Agency Fee

The District and Association recognize that the negotiation and administration of collective agreements and related activities entail expenses which are appropriately shared by all employees covered by such agreements. They further recognize that the Association by reason of its status as the "exclusive representative" of all employees in the negotiating unit is obligated to fairly represent all such employees without regard to their membership in the Association. In consideration thereof, the District agrees to deduct from the wages of all employees in the negotiating unit who are not members of the Association, an agency fee in the amount equivalent to the unified dues of the Association and to promptly transmit the sums so deducted to the Association.

Deduction of this agency fee provided for above shall be made, consistent with the dues deduction schedule of this Agreement, beginning in July and ending in June of each school year, or in such other manner as the parties may agree in writing. The District agrees to furnish the Association with an alphabetical listing showing the names of all employees in the unit who are hired after October 1 of any school year. Deductions shall be appropriately prorated so as to complete deduction of the annual agency fee by the end of each school year.

The District and the Association agree to furnish to each other any information needed by either of them to fulfill the provisions of this Article.

Section 3. Save Harmless Clause

The Association agrees to hold the District, its agents, and officers harmless from any costs involving any litigations or judgments arising under this Article.

ARTICLE XVI ASSOCIATION RIGHTS

Section 1. Association

- 1.1 The DeRuyter Faculty Association shall be notified of all Board meetings and the delegated representative shall be provided with a copy of the proposed agenda for each meeting not later than eight (8) hours previous to each meeting if available.
- 1.2 Any teacher may, if (s)he wishes, have present a representative of the DeRuyter Faculty Association during any formal disciplinary meeting or hearing.
- 1.3 A minimum of four (4) days leave per year with pay shall be granted to representatives of the DeRuyter Faculty Association for the purpose of attending Association conferences and conventions.
- 1.4 This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.
- 1.5 This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms.

ARTICLE XVII MANAGEMENT RIGHTS

The Association recognizes that the District reserves all the rights, powers and authority customarily exercised by management except as otherwise specified, designated or modified by the expressed provisions of this labor agreement.

ARTICLE XVIII RETIREMENT

The District will provide a continued service stipend and a health insurance escrow account pursuant to the following terms:

Section 1. Eligibility for continued service stipend and health insurance escrow account

Eligibility for both benefits is the same. To be eligible for the continued service stipend and health insurance escrow account, a teacher:

- 1.1 Must have a minimum of ten (10) years of service to the District; and
- 1.2 Must be eligible to retire under the rules and regulations of the New York State Teachers' Retirement System, and
- 1.3 Must submit an irrevocable letter of resignation on or before February 28 of the school year at the end of which the teacher wishes to retire.
- 1.4 The parties further understand agree that individuals who by their participation in the bonus plan expressly agree that said participation was entered into freely, voluntarily and without duress or pressure from anyone to retire from the District.
- 1.5 Exit Agreement - Each teacher who is eligible for the continued service stipend and health insurance escrow account upon retirement shall continue to receive the benefits set forth herein, whether or not this Article is altered in future collective agreements.

Section 2. Continued Service/ Years of Service Stipend

- 2.1 Teachers with a minimum of ten (10) years of service to the District shall be eligible for a continued service stipend of a maximum of ten thousand dollars (\$10,000) in cash.
 - 2.1.1 The retiring teacher may, at his/her option, put any or all of the \$10,000 in cash value into his/her health insurance escrow account.
- 2.2 Teachers with service to the District in excess of ten (10) years shall be eligible for a years-of-service stipend in the amount of an an additional \$500 per year of such service.

Article XVIII (con't'd)

2.2.1 The years-of-service benefit shall not be paid to any employee in cash and must be put into their health insurance escrow account.

Section 3. Payment for Accumuted Unused Sick Days

3.1 Any member of the bargaining unit who meets the eligibility requirements specified in Section 1 of this Article shall receive the value of seventy-five dollars (\$75.00) per accumulated sick day up to one hundred (100) such days, to be held in an escrow account and used to pay the retiree's annual District health insurance premium. (The retiree may, at his/her option, also use these escrow funds as payment for the District dental insurance premiums.)

3.1.1 The value of accumulated sick days shall not be paid to any employee in cash.

3.1.2 Health insurance for the retiree's dependents shall continue as long as the retiree pays the full cost of the dependents' share of the premium.

3.1.3 A retired teacher's health insurance escrow account shall terminate upon either of the following two events:

3.1.3.1 The value of the account is exhausted; or

3.1.3.2 The retired teacher dies.

**ARTICLE XX
DURATION**

Section 1.

This Agreement shall become effective on July 1, 2001 and remain in full force and effect until midnight June 30, 2003, except as expressly modified herein.

Section 2.

Either party wishing to amend this Agreement shall notify the other party in writing by January 1 of the year prior to the termination date of the Agreement. Negotiations concerning such proposed amendments shall proceed as stated in Article III, Section 1. Amendments resulting from such negotiations shall take effect beginning the following July 1 or at such other time as may be mutually agreeable to the parties.

ASSOCIATION

BOARD

By Lonna M. Barber
President
DeRuyter Faculty Association

By Bruce R. Sharpe
Chief School Administrator
DeRuyter Central School

APPENDIX A SALARY INDEX

23-Mar-01

2001-03 DeRUYTER TEACHERS' AGREEMENT

APPENDIX A

INDEX TO SALARY SCHEDULE

2001-02 through 2002-2003

STEP	B	B+10	B+20	B+30	M and B+40	M+10	M+20	M+30	M+40	M+50	M+60	DOC.	STEP
1	1.10	1.12	1.14	1.16	1.18	1.20	1.22	1.24	1.26	1.28	1.30	1.32	1
2	1.15	1.17	1.19	1.21	1.23	1.25	1.27	1.29	1.31	1.33	1.35	1.37	2
3	1.20	1.22	1.24	1.26	1.28	1.30	1.32	1.34	1.35	1.38	1.40	1.42	3
4	1.25	1.27	1.29	1.31	1.33	1.35	1.37	1.39	1.41	1.43	1.45	1.47	4
5	1.29	1.31	1.33	1.35	1.37	1.39	1.41	1.43	1.45	1.47	1.49	1.51	5
6	1.33	1.35	1.37	1.39	1.41	1.43	1.45	1.47	1.49	1.51	1.53	1.55	6
7	1.37	1.39	1.41	1.43	1.45	1.47	1.49	1.51	1.53	1.55	1.57	1.59	7
8	1.41	1.43	1.45	1.47	1.49	1.51	1.53	1.55	1.57	1.59	1.61	1.63	8
9	1.45	1.47	1.49	1.51	1.53	1.55	1.57	1.59	1.61	1.63	1.65	1.67	9
10	1.49	1.51	1.53	1.55	1.57	1.59	1.61	1.63	1.65	1.67	1.69	1.71	10
11	1.53	1.55	1.57	1.59	1.61	1.63	1.65	1.67	1.69	1.71	1.73	1.75	11
12	1.57	1.59	1.61	1.63	1.65	1.67	1.69	1.71	1.73	1.75	1.77	1.79	12
13	1.61	1.63	1.65	1.67	1.69	1.71	1.73	1.75	1.77	1.79	1.81	1.83	13
14	1.65	1.67	1.70	1.72	1.74	1.76	1.78	1.80	1.82	1.84	1.86	1.88	14
15	1.69	1.71	1.75	1.77	1.79	1.81	1.83	1.85	1.87	1.89	1.91	1.93	15
16		1.75	1.79	1.82	1.84	1.86	1.88	1.90	1.92	1.94	1.96	1.98	16
17	1.73	1.79	1.83	1.86	1.89	1.91	1.93	1.95	1.97	1.99	2.01	2.03	17
18	1.77	1.83	1.87	1.90	1.93	1.95	1.97	1.99	2.01	2.03	2.05	2.07	18
19	1.81	1.87	1.91	1.94	1.97	1.99	2.01	2.03	2.05	2.07	2.09	2.11	19
20	1.85	1.91	1.95	1.98	2.01	2.03	2.05	2.07	2.09	2.11	2.13	2.15	20
21	1.89	1.95	1.99	2.02	2.05	2.07	2.09	2.11	2.13	2.15	2.17	2.19	21
22	1.93	1.99	2.03	2.06	2.09	2.11	2.13	2.15	2.17	2.19	2.21	2.23	22
23	1.97	2.03	2.07	2.10	2.13	2.15	2.17	2.19	2.21	2.23	2.25	2.27	23
24	2.01	2.07	2.11	2.14	2.17	2.19	2.21	2.23	2.25	2.27	2.29	2.31	24
25	2.05	2.10	2.14	2.18	2.21	2.23	2.25	2.27	2.29	2.31	2.33	2.35	25
26	2.09	2.13	2.17	2.22	2.25	2.27	2.29	2.31	2.33	2.35	2.37	2.39	26
27	2.13	2.16	2.20	2.26	2.29	2.31	2.33	2.35	2.37	2.39	2.41	2.43	27
28	2.16	2.19	2.23	2.30	2.32	2.34	2.36	2.38	2.40	2.42	2.44	2.46	28
29	2.19	2.22	2.26	2.33	2.35	2.37	2.39	2.41	2.43	2.45	2.47	2.49	29
30	2.22	2.25	2.29	2.36	2.38	2.40	2.42	2.44	2.46	2.48	2.50	2.52	30

Placement on the salary schedule may not necessarily represent years of service.

23-Mar-01
BASE (INDEX 1.00) = \$24,736

2001-2003 DeRUYTER TEACHERS' AGREEMENT

APPENDIX B

SALARY SCHEDULE, 2001-2002

**APPENDIX B
2001-02 SALARY SCHEDULE**

STEP	B	B+10	B+20	B+30	M and B+40	M+10	M+20	M+30	M+40	M+50	M+60	DOC.	STEP
1	\$27,210	\$27,704	\$28,199	\$28,694	\$29,188	\$29,683	\$30,178	\$30,673	\$31,167	\$31,662	\$32,157	\$32,652	1
2	\$28,446	\$28,941	\$29,436	\$29,931	\$30,425	\$30,920	\$31,415	\$31,909	\$32,404	\$32,899	\$33,394	\$33,888	2
3	\$29,683	\$30,178	\$30,673	\$31,167	\$31,662	\$32,157	\$32,652	\$33,146	\$33,639	\$34,136	\$34,630	\$35,125	3
4	\$30,920	\$31,415	\$31,909	\$32,404	\$32,899	\$33,394	\$33,888	\$34,383	\$34,878	\$35,372	\$35,867	\$36,362	4
5	\$31,909	\$32,404	\$32,899	\$33,394	\$33,888	\$34,383	\$34,878	\$35,372	\$35,867	\$36,362	\$36,857	\$37,351	5
6	\$32,899	\$33,394	\$33,888	\$34,383	\$34,878	\$35,372	\$35,867	\$36,362	\$36,857	\$37,351	\$37,846	\$38,341	6
7	\$33,888	\$34,383	\$34,878	\$35,372	\$35,867	\$36,362	\$36,857	\$37,351	\$37,846	\$38,341	\$38,836	\$39,330	7
8	\$34,878	\$35,372	\$35,867	\$36,362	\$36,857	\$37,351	\$37,846	\$38,341	\$38,836	\$39,330	\$39,825	\$40,320	8
9	\$35,867	\$36,362	\$36,857	\$37,351	\$37,846	\$38,341	\$38,836	\$39,330	\$39,825	\$40,320	\$40,814	\$41,309	9
10	\$36,857	\$37,351	\$37,846	\$38,341	\$38,836	\$39,330	\$39,825	\$40,320	\$40,814	\$41,309	\$41,804	\$42,299	10
11	\$37,846	\$38,341	\$38,836	\$39,330	\$39,825	\$40,320	\$40,814	\$41,309	\$41,804	\$42,299	\$42,793	\$43,288	11
12	\$38,836	\$39,330	\$39,825	\$40,320	\$40,814	\$41,309	\$41,804	\$42,299	\$42,793	\$43,288	\$43,783	\$44,277	12
13	\$39,825	\$40,320	\$40,814	\$41,309	\$41,804	\$42,299	\$42,793	\$43,288	\$43,783	\$44,277	\$44,772	\$45,267	13
14	\$40,814	\$41,309	\$42,051	\$42,546	\$43,041	\$43,535	\$44,030	\$44,525	\$45,020	\$45,514	\$46,009	\$46,504	14
15	\$41,804	\$42,299	\$43,288	\$43,783	\$44,277	\$44,772	\$45,267	\$45,762	\$46,256	\$46,751	\$47,246	\$47,740	15
16		\$43,288	\$44,277	\$45,020	\$45,514	\$46,009	\$46,504	\$46,998	\$47,493	\$47,988	\$48,483	\$48,977	16
17	\$42,793	\$44,277	\$45,267	\$46,009	\$46,751	\$47,246	\$47,740	\$48,235	\$48,730	\$49,225	\$49,719	\$50,214	17
18	\$43,783	\$45,267	\$46,256	\$46,998	\$47,740	\$48,235	\$48,730	\$49,225	\$49,719	\$50,214	\$50,709	\$51,204	18
19	\$44,772	\$46,256	\$47,246	\$47,988	\$48,730	\$49,225	\$49,719	\$50,214	\$50,709	\$51,204	\$51,698	\$52,193	19
20	\$45,762	\$47,246	\$48,235	\$48,977	\$49,719	\$50,214	\$50,709	\$51,204	\$51,698	\$52,193	\$52,688	\$53,182	20
21	\$46,751	\$48,235	\$49,225	\$49,967	\$50,709	\$51,204	\$51,698	\$52,193	\$52,688	\$53,182	\$53,677	\$54,172	21
22	\$47,740	\$49,225	\$50,214	\$50,956	\$51,698	\$52,193	\$52,688	\$53,182	\$53,677	\$54,172	\$54,667	\$55,161	22
23	\$48,730	\$50,214	\$51,204	\$51,946	\$52,688	\$53,182	\$53,677	\$54,172	\$54,667	\$55,161	\$55,656	\$56,151	23
24	\$49,719	\$51,204	\$52,193	\$52,935	\$53,677	\$54,172	\$54,667	\$55,161	\$55,656	\$56,151	\$56,645	\$57,140	24
25	\$50,709	\$51,946	\$52,935	\$53,924	\$54,667	\$55,161	\$55,656	\$56,151	\$56,645	\$57,140	\$57,635	\$58,130	25
26	\$51,698	\$52,688	\$53,677	\$54,914	\$55,656	\$56,151	\$56,645	\$57,140	\$57,635	\$58,130	\$58,624	\$59,119	26
27	\$52,688	\$53,430	\$54,419	\$55,903	\$56,645	\$57,140	\$57,635	\$58,130	\$58,624	\$59,119	\$59,614	\$60,108	27
28	\$53,430	\$54,172	\$55,161	\$56,893	\$57,388	\$57,882	\$58,377	\$58,872	\$59,366	\$59,861	\$60,356	\$60,851	28
29	\$54,172	\$54,914	\$55,903	\$57,635	\$58,130	\$58,624	\$59,119	\$59,614	\$60,108	\$60,603	\$61,098	\$61,593	29
30	\$54,914	\$55,656	\$56,645	\$58,377	\$58,872	\$59,366	\$59,861	\$60,356	\$60,851	\$61,345	\$61,840	\$62,335	30

23-Mar-01
 BASE (INDEX 1.00) = \$25,038

2001-2003 DeRUYTER TEACHERS' AGREEMENT
APPENDIX C
 SALARY SCHEDULE, 2002-2003

APPENDIX C
2002-03 SALARY SCHEDULE

STEP	B	B+10	B+20	B+30	M and B+40	M+10	M+20	M+30	M+40	M+50	M+60	DOC.	STEP
1	\$27,542	\$28,043	\$28,543	\$29,044	\$29,545	\$30,046	\$30,546	\$31,047	\$31,548	\$32,049	\$32,549	\$33,050	1
2	\$28,794	\$29,294	\$29,795	\$30,296	\$30,797	\$31,298	\$31,798	\$32,299	\$32,800	\$33,301	\$33,801	\$34,302	2
3	\$30,046	\$30,546	\$31,047	\$31,548	\$32,049	\$32,549	\$33,050	\$33,551	\$33,801	\$34,552	\$35,053	\$35,554	3
4	\$31,298	\$31,798	\$32,299	\$32,800	\$33,301	\$33,801	\$34,302	\$34,803	\$35,304	\$35,804	\$36,305	\$36,806	4
5	\$32,299	\$32,800	\$33,301	\$33,801	\$34,302	\$34,803	\$35,304	\$35,804	\$36,305	\$36,806	\$37,307	\$37,807	5
6	\$33,301	\$33,801	\$34,302	\$34,803	\$35,304	\$35,804	\$36,305	\$36,806	\$37,307	\$37,807	\$38,308	\$38,809	6
7	\$34,302	\$34,803	\$35,304	\$35,804	\$36,305	\$36,806	\$37,307	\$37,807	\$38,308	\$38,809	\$39,310	\$39,810	7
8	\$35,304	\$35,804	\$36,305	\$36,806	\$37,307	\$37,807	\$38,308	\$38,809	\$39,310	\$39,810	\$40,311	\$40,812	8
9	\$36,305	\$36,806	\$37,307	\$37,807	\$38,308	\$38,809	\$39,310	\$39,810	\$40,311	\$40,812	\$41,313	\$41,813	9
10	\$37,307	\$37,807	\$38,308	\$38,809	\$39,310	\$39,810	\$40,311	\$40,812	\$41,313	\$41,813	\$42,314	\$42,815	10
11	\$38,308	\$38,809	\$39,310	\$39,810	\$40,311	\$40,812	\$41,313	\$41,813	\$42,314	\$42,815	\$43,316	\$43,817	11
12	\$39,310	\$39,810	\$40,311	\$40,812	\$41,313	\$41,813	\$42,314	\$42,815	\$43,316	\$43,817	\$44,317	\$44,818	12
13	\$40,311	\$40,812	\$41,313	\$41,813	\$42,314	\$42,815	\$43,316	\$43,817	\$44,317	\$44,818	\$45,319	\$45,820	13
14	\$41,313	\$41,813	\$42,565	\$43,065	\$43,566	\$44,067	\$44,568	\$45,068	\$45,569	\$46,070	\$46,571	\$47,071	14
15	\$42,314	\$42,815	\$43,817	\$44,317	\$44,818	\$45,319	\$45,820	\$46,320	\$46,821	\$47,322	\$47,823	\$48,323	15
16		\$43,817	\$44,818	\$45,569	\$46,070	\$46,571	\$47,071	\$47,572	\$48,073	\$48,574	\$49,074	\$49,575	16
17	\$43,316	\$44,818	\$45,820	\$46,571	\$47,322	\$47,823	\$48,323	\$48,824	\$49,325	\$49,826	\$50,326	\$50,827	17
18	\$44,317	\$45,820	\$46,821	\$47,572	\$48,323	\$48,824	\$49,325	\$49,826	\$50,326	\$50,827	\$51,328	\$51,829	18
19	\$45,319	\$46,821	\$47,823	\$48,574	\$49,325	\$49,826	\$50,326	\$50,827	\$51,328	\$51,829	\$52,329	\$52,830	19
20	\$46,320	\$47,823	\$48,824	\$49,575	\$50,326	\$50,827	\$51,328	\$51,829	\$52,329	\$52,830	\$53,331	\$53,832	20
21	\$47,322	\$48,824	\$49,826	\$50,577	\$51,328	\$51,829	\$52,329	\$52,830	\$53,331	\$53,832	\$54,332	\$54,833	21
22	\$48,323	\$49,826	\$50,827	\$51,578	\$52,329	\$52,830	\$53,331	\$53,832	\$54,332	\$54,833	\$55,334	\$55,835	22
23	\$49,325	\$50,827	\$51,829	\$52,580	\$53,331	\$53,832	\$54,332	\$54,833	\$55,334	\$55,835	\$56,336	\$56,836	23
24	\$50,326	\$51,829	\$52,830	\$53,581	\$54,332	\$54,833	\$55,334	\$55,835	\$56,336	\$56,836	\$57,337	\$57,838	24
25	\$51,328	\$52,580	\$53,581	\$54,583	\$55,334	\$55,835	\$56,336	\$56,836	\$57,337	\$57,838	\$58,339	\$58,839	25
26	\$52,329	\$53,331	\$54,332	\$55,584	\$56,336	\$56,836	\$57,337	\$57,838	\$58,339	\$58,839	\$59,340	\$59,841	26
27	\$53,331	\$54,082	\$55,084	\$56,586	\$57,337	\$57,838	\$58,339	\$58,839	\$59,340	\$59,841	\$60,342	\$60,842	27
28	\$54,082	\$54,833	\$55,835	\$57,587	\$58,088	\$58,589	\$59,090	\$59,590	\$60,091	\$60,592	\$61,093	\$61,593	28
29	\$54,833	\$55,584	\$56,586	\$58,339	\$58,839	\$59,340	\$59,841	\$60,342	\$60,842	\$61,343	\$61,844	\$62,345	29
30	\$55,584	\$56,336	\$57,337	\$59,090	\$59,590	\$60,091	\$60,592	\$61,093	\$61,593	\$62,094	\$62,595	\$63,096	30

APPENDIX D **SPORTS & EXTRACURRICULARS** **STARTING RATES**

21-May-01		DeRUYTER CENTRAL SCHOOL DISTRICT			
		HIRING SCHEDULES FOR COACHING AND			
		EXTRACURRICULAR ACTIVITIES			
		2001-02			2002-03
Position	Weighting	\$		Position	Weighting \$
Base= 100% (Step 1 at 10%)		\$2,721.00		Base= 100% (Step 1 at 10%)	\$2,754.20
Varsity Soccer Girls	0.8	\$2,176.80		Varsity Soccer Girls	0.8 \$2,203.36
JV Soccer Girls	0.6	\$1,632.60		JV Soccer Girls	0.6 \$1,652.52
Modified Soccer Girls	0.5	\$1,360.50		Modified Soccer Girls	0.5 \$1,377.10
Varsity Soccer Boys	0.8	\$2,176.80		Varsity Soccer Boys	0.8 \$2,203.36
JV Soccer Boys	0.6	\$1,632.60		JV Soccer Boys	0.6 \$1,652.52
Modified Soccer Boys	0.5	\$1,360.50		Modified Soccer Boys	0.5 \$1,377.10
Varsity Volleyball Girls	1	\$2,721.00		Varsity Volleyball Girls	1 \$2,754.20
JV Volleyball Girls	0.8	\$2,176.80		JV Volleyball Girls	0.8 \$2,203.36
Modified Volleyball Girls	0.6	\$1,632.60		Modified Volleyball Girls	0.6 \$1,652.52
Varsity Basketball Boys	1	\$2,721.00		Varsity Basketball Boys	1 \$2,754.20
JV Basketball Boys	0.8	\$2,176.80		JV Basketball Boys	0.8 \$2,203.36
Modified Basketball Boys	0.6	\$1,632.60		Modified Basketball Boys	0.6 \$1,652.52
Cheerleading	0.8	\$2,176.80		Cheerleading	0.8 \$2,203.36
Varsity Baseball Boys	0.8	\$2,176.80		Varsity Baseball Boys	0.8 \$2,203.36
Modified Baseball Boys	0.5	\$1,360.50		Modified Baseball Boys	0.5 \$1,377.10
Varsity/JV/Mod. Cross Ctry	0.7	\$1,904.70		Varsity/JV/Mod. Cross Ctry	0.7 \$1,927.94
Varsity Track	0.8	\$2,176.80		Varsity Track	0.8 \$2,203.36
Modified Track	0.5	\$1,360.50		Modified Track	0.5 \$1,377.10
Varsity Softball Girls	0.8	\$2,176.80		Varsity Softball Girls	0.8 \$2,203.36
Modified Softball Girls	0.5	\$1,360.50		Modified Softball Girls	0.5 \$1,377.10
Varsity Golf	0.8	\$2,176.80		Varsity Golf	0.8 \$2,203.36
Modified Golf	0.5	\$1,360.50		Modified Golf	0.5 \$1,377.10
Bowling	0.5	\$1,360.50		Bowling	0.5 \$1,377.10
Youth Basketball	0.3	\$816.30		Youth Basketball	0.3 \$826.26
Youth Soccer	0.25	\$680.25		Youth Soccer	0.25 \$688.55
Athletic Director	2	\$5,442.00		Athletic Director	2 \$5,508.40
P.E. Director	0.4	\$1,088.40		P.E. Director	0.4 \$1,101.68
Base= 100% (Step 1 at 10%)		\$2,721.00		Base= 100% (Step 1 at 10%)	\$2,754.20
Class Advisor Senior	0.9	\$2,448.90		Class Advisor Senior	0.9 \$2,478.78
Class Advisor Junior	0.65	\$1,768.65		Class Advisor Junior	0.65 \$1,790.23
Class Advisor Sophomore	0.5	\$1,360.50		Class Advisor Sophomore	0.5 \$1,377.10
Class Advisor Freshman	0.45	\$1,224.45		Class Advisor Freshman	0.45 \$1,239.39
Student Council Advisor	0.55	\$1,496.55		Student Council Advisor	0.55 \$1,514.81
National Honor Society Advisor	0.3	\$816.30		National Honor Society Advisor	0.3 \$826.26
Yearbook Advisor	0.8	\$2,176.80		Yearbook Advisor	0.8 \$2,203.36
Video Communication Advisor	0.7	\$1,904.70		Video Communication Advisor	0.7 \$1,927.94
Drama/Musical Director	0.8	\$2,176.80		Drama/Musical Director	0.8 \$2,203.36
Pit Director/Musical	0.2	\$544.20		Pit Director/Musical	0.2 \$550.84
Drama Assistant - Sets	0.25	\$680.25		Drama Assistant - Sets	0.25 \$688.55
Drama Assistant - Costumes	0.25	\$680.25		Drama Assistant - Costumes	0.25 \$688.55
Drama Assistant - Choreography	0.25	\$680.25		Drama Assistant - Choreography	0.25 \$688.55
Spring Marching Band	0.25	\$680.25		Spring Marching Band	0.25 \$688.55
Summer Marching Band	0.35	\$952.35		Summer Marching Band	0.35 \$963.97
Jazz Band	0.35	\$952.35		Jazz Band	0.35 \$963.97
Show Choir	0.35	\$952.35		Show Choir	0.35 \$963.97
School to Work Advisor	0.8	\$2,176.80		School to Work Advisor	0.8 \$2,203.36
Study Skill Program	0.5	\$1,360.50		Study Skill Program	0.5 \$1,377.10